

DEPARTMENT OF THE ARMY
WOMACK ARMY MEDICAL CENTER
Fort Bragg, North Carolina 28310

MCXC-DCN

17 March 2015

DEPARTMENT OF NURSING POLICY

Nurse Recognition Program

1. PURPOSE. Womack Army Medical Center (WAMC) understands and appreciates the difference our nurses make in the lives of patients and their families on a daily basis. We make every effort to recognize these contributions to the healing process in meaningful and visible ways. Our nurses are actively promoting the image of nursing in both the inpatient and outpatient settings as well as within their own communities. We applaud them for their commitment to their individual professional development and for advancing the practice of nursing. The Nurse Recognition Program will recognize nursing professionals who excel at living the hospital vision each and every day - "One Team, Quality Care, Quality Caring".

2. APPLICABILITY. This regulation applies to all Registered Nurses, Licensed Practical / Vocational Nurses and Unlicensed Assistive Personnel.

3. GENERAL

a. The Nurse Recognition Program (NRP) at Womack provides several different award opportunities, to include:

1. The CaringTouch Award – awarded quarterly
2. Nursing Excellence Award – awarded quarterly
3. Nurses Week Award – awarded annually
4. Preceptor Award – awarded quarterly
5. Good Catch Award – awarded monthly

4. POLICIES

a. The Nursing Award Committee (NAC) will ensure that nurses are awarded as outlined in this policy. The committee will meet monthly to review award recommendations, select awardees, advertise award opportunities, and publicize award winners. Membership of the NAC includes:

- 1) 1 representative from the Nurse Executive Council
- 2) 1 CNOIC from inpatient service area

- 3) 1 NCOIC from inpatient service area
- 4) 1 CNOIC from outpatient service area
- 5) 1 NCOIC from outpatient service area
- 6) 1 representative from the Nurse Practice Council
- 7) 1 representative Registered Nurse (RN) from an inpatient service area
- 8) 1 representative Registered Nurse from an outpatient service area
- 9) 1 representative Licensed Practical / Vocational Nurse (LPN) from an inpatient service area
- 10) 1 representative Licensed Practical / Vocational Nurse from an outpatient service area
- 11) 1 Unlicensed Assistive Personnel (UAP) from an outpatient or inpatient service area

b. The representative from the NPC will serve as the Chairman of the Nursing Award Committee

c. When more than one person has been nominated for an award, the NAC members will cast their vote for the most deserving nurse. In the case of a tie, the Chairman of the NAC will decide the winner.

d. All award information, to include submission requirements and previous winners, will be posted on the NRP SharePoint page.

e. CaringTouch Award

1) WAMC will recognize up to 12 CaringTouch Awardees every year, three each quarter (preferably 1 RN, 1 LPN, 1UAP).

2) CaringTouch Nurses are nominated by patients and their families. The CaringTouch Award recognizes nurses who consistently demonstrate excellence through their clinical expertise and extraordinary compassionate care.

3) Nomination forms (Appendix A) are available throughout the hospital and outlying clinics in acrylic displays that can also be used to submit completed forms (locked collection boxes).

(a) Nominations can be returned to the designated locked collection boxes throughout the hospital, mailed to the DCN Administrative Assistant (address is included on all nomination forms), or emailed to a designated email address once established.

(b) Assigned NAC member will retrieve completed nomination forms from collection boxes, the DCN Administrative Assistant and the designated email account each month and ensure adequate nomination forms are available for the following month.

4) CaringTouch Award winners will receive:

(a) Shona sculpture

(b) Star Lapel Pin

(c) Award Certificate proclaiming her/him an “Extraordinary Nurse”

c. Nursing Excellence Award

1) The Nursing Excellence Award will be presented to staff members regardless of discipline who exemplify the mission and vision of the hospital and their individual profession (e.g., goes above and beyond to foster the spirit of the Patient CaringTouch System and Patient Centered Medical Home).

2) Any nurse can submit any staff member, regardless of discipline, and any staff member, regardless of discipline can submit any nurse for the Nursing Excellence Award at any time.

3) Nominations (Appendix B) will be submitted electronically to the e-mail address included on all nomination forms and compiled by the assigned NAC member on a monthly basis. The NAC members will cast their votes to approve/disapprove nominations.

4) There is no limit to the number of individuals recognized each month.

4) Nursing Excellence Award winners will receive:

(a) Star Lapel Pin

(b) Certificate of award

d. Nurses’ Week Award

1) Nurses’ Week Awards are given annually during National Nurses’ Week celebration activities.

2) The Nurses' Week Committee releases award criteria and nomination forms with instructions and deadlines prior to Nurses' Week

3) The NAC, along with at least one representative from the Nurses' Week Committee, will determine the winners of Nurses' Week Awards

4) Nurses' Week Awardees will receive:

(a) Certificate of nomination / award from DCN

(b) Token of appreciation to be determined by Nurses' Week committee

e. Preceptor Award

1) Preceptor Awards are given quarterly to preceptors who have excelled as preceptors of nurses.

2) The Hospital Education and Staff Development (HESD) division will submit at least one Preceptor Award nominee for each CNTP group

3) Anyone can submit additional nominations for the Preceptor Award at any time.

4) Criteria for Preceptor Award nominees:

(a) Current required credentials

(b) Exhibits excellence as a nurse and as a preceptor by demonstrating expert patient care skills with the added responsibility of precepting new nurses and/or nursing students.

(c) Is creative in their approach to nursing care and/or teaching

(d) Has had a positive effect on clients and on nurse colleagues

(e) Utilizes current research to enhance quality of care and the education of the preceptee

(f) Must have precepted within past 12 months

5) Nominations (Appendix B) will be submitted electronically to the e-mail address included on all nomination forms and compiled by the assigned NAC member on a monthly basis.

6) Director, CNTP, will compile nomination forms each quarter.

7) The NAC, along with Director, CNTP, will determine quarterly Preceptor Award winner.

8) Each Preceptor Award nominee will receive:

(a) Star Lapel Pin

(b) Certificate of nomination / award

(c) Nomination as Preceptor of the Year to the Nurses' Week Committee (Preceptor of the Year Award will be determined by the Nurses' Week Committee and should differentiate the Preceptor of the Year from the Preceptor of the Quarter).

(d) Token of appreciation to be determined by Director, CNTP

h. Good Catch Award

1) The Good Catch Awards are presented each month to staff members who exemplify safe patient care.

2) Staff members can be nominated for this award by electronically submitting the NRP Award Nomination Form (Appendix B) to the e-mail address included on all nomination forms and compiled by the assigned NAC member on a monthly basis.

3) At least one nomination per month should be submitted by the Patient Safety Manager.

4) Each Patient Safety Award nominee will receive:

(a) Star Lapel Pin

(b) Certificate of award

//Original Signed//

Deputy Commander for Nursing